



## TRADOC Quality Assurance Program and Accreditation Initiatives

24 Mar 03

**“Victory Through Excellence”**



**Victory Through Excellence**

# QA Program VTC Agenda

- **TRADOC QAO Update**
  - **14 Mar VTC Decisions**
  - **TRADOC QAO Webpage**
  - **Autogen**
  - **SRS/TD Improvement/Tng & Doc Dev**
  - **Green-Amber-Red Rating Model**
- **TASSD Update**
- **CAC QAO Update**
  - **FY 03 Assistance Visits**
  - **TRADOC Cdrs Curriculum Guidance**
- **AAC QAO Update**
- **FA School: How to Implement TRADOC Cdrs Curriculum Guidance**
- **MANSCEN: How to Conduct Self Assessments**

# 14 Mar VTC Decisions

- **Conduct assistance visits in FY 03; accreditation visits begin in FY 04 (target 2<sup>nd</sup> Qtr)**
  - **Teams use FY 04 standards in FY 03.**
  - **Seek CofS approval on revised standards Oct 03.**
  - **Implications: Revised policy & guidance; RC FY 04 standards.**
- **AAC & CAC teams assess command interests.**
- **Teams will use TRADOC-approved standards (Conduct of Training & Training Support accreditation same for AC & RC).**
- **Recraft FY 04 standards (decrease level of importance for admin items; address larger scope of the TRADOC “product”).**
- **Program to be briefed to TRADOC CG.**

# TRADOC QAO Webpage

**TRADOC Quality Assurance Program**

[QAO HOME](#) [OVERVIEW](#) [MSC QAOs](#) [CENTER QAOs](#) [SCHOOL QAO/Es](#) [QA COP](#)

**TRADOC LINKS**

- TRADOC
- DCST
- TDAD
- ATSC
- TADLP
- TKN

**ARMY LINKS**

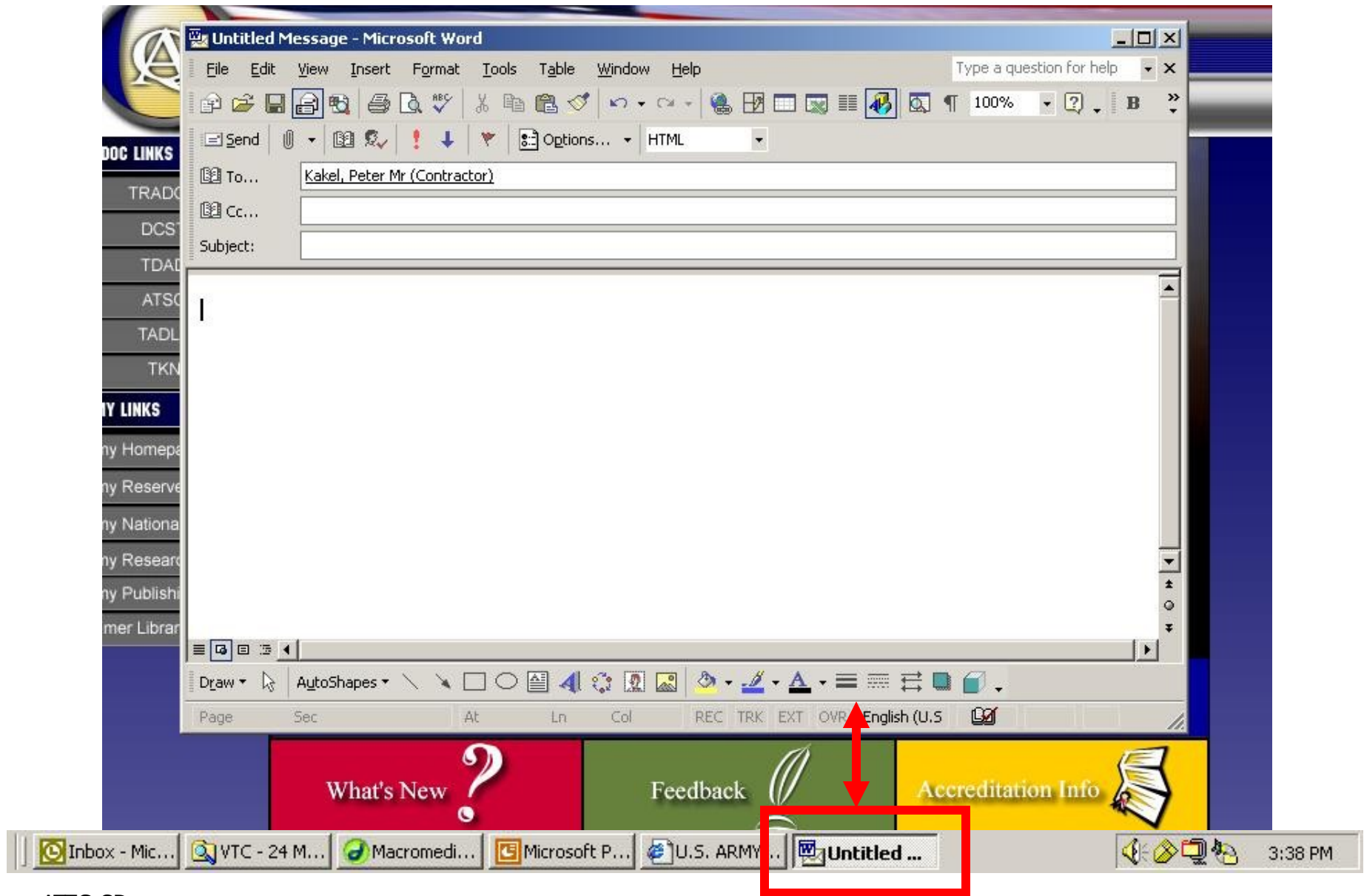
- Army Homepage
- Army Reserve
- Army National Guard
- Army Research Institute
- Army Publishing Agency
- Reimer Library

**Mission:** To provide oversight of and assistance with the development and integration of combat, doctrine, and training/professional military education across components to meet unit, soldier, and leader competency needs of the Legacy, Interim, and Objective Forces.

**" Victory Through Excellence "**

What's New ? **Feedback** Accreditation Info

# Webpage, Cont.



# Webpage, Cont.



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## School QAO/Es



[Academy of Fort Health Sciences \(AMEDD\)](#)

Sam Houston, TX

DSN 471-8080



[Air Defense Artillery School \(USAADASCH\)](#)

Fort Bliss, TX

DSN 978-5136



[Army Logistics Management College \(USAALMC\)](#)

Fort Lee, VA

DSN 539-4605



[Armor School \(USAARS\)](#)

Fort Knox, KY

DSN 464-6692



[Aviation School \(USAAVNC\)](#)

Fort Rucker, AL

DSN 558-2603



[Aviation Logistics School \(USAAVLOG\)](#)

Fort Eustis, VA

(757) 878-6601



[Chaplain School \(USACHCS\)](#)

Fort Jackson, SC

DSN 734-8042

# GAO Books

- ❖ Two survey type books - no cost
  1. Developing and Using Questionnaires
    - PEMD-10.1.7
  2. Using Structure Interviewing Techniques
    - PEMD-10.1.5
- ❖ Call (202) 512-6000



# Survey Control Numbers

- Surveys across MACOM required SCN
- Send request to all:
  - [brady@ari.army.mil](mailto:brady@ari.army.mil)
  - [floden@ari.army.mil](mailto:floden@ari.army.mil)
  - [meyerss@ari.army.mil](mailto:meyerss@ari.army.mil)
  - [bill-badey@ari.army.mil](mailto:bill-badey@ari.army.mil)



# ARI Server

- Remove surveys not being used
- Non-activated surveys will be deleted after 60 days
- Schools can delete surveys in a review status
- ARI preparing book on how to use server

# AUTOGEN Changes

- Spell check to be included
- Additional scales to be added
- ASI name on surveys
- Addtiional statistical capabilities
  - Reporting
  - Sampling

# AUTOGEN Changes, Cont.

- Several mandatory screens moved to optional questions
  - TOE
  - Component
  - Deployment
- Two questions completely removed
  - What PERCENT of the MOS \_ SL .....
  - What PERCENT of the new MOS \_ AIT...

# Proposed Changes

- Optional questions displayed for the appropriate skill level
- “Hot button” at subject area screen to identify tasks
- Capability for reclassified soldiers to take AIT survey

# Next Version of AUTOGEN

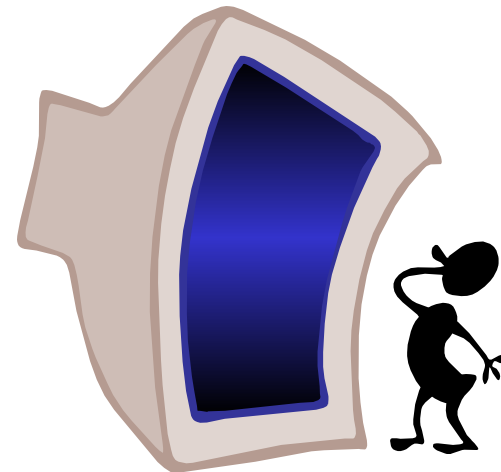
- Functional Course
- Common Core

# AUTOGEN Issues

- AUTOGEN Training
  - TDY cost for ARI personnel may be the responsibility of school
- Several schools need to send files to ARI

# What Is The SRS?

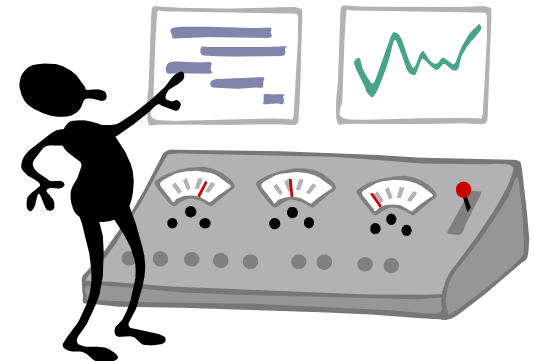
- **SRS is a strategic management and readiness assessment system intended to provide the Army leadership with a single tool that communicates the Army's mission, vision, strategic objectives, priorities and focus**





# What Does The SRS Do?

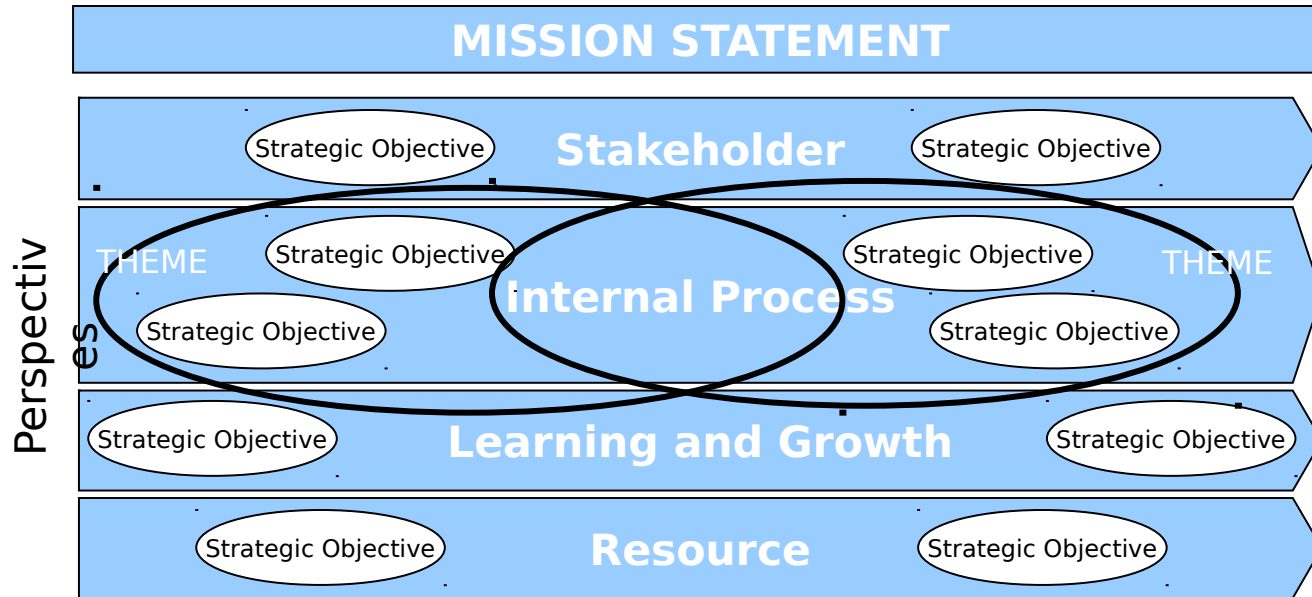
- Ensures strategic focus through the alignment of subordinate scorecards with the Army scorecard
- Provides framework for vertical and horizontal integration through the alignment of organizational scorecards
- Manages risk at appropriate level by ensuring the alignment of the subordinate scorecards to the Army scorecard.
- Is predictive through the analysis of current data, instead of the use of lagging indicators
- Provides decision support tools through the use the Balanced Scorecard



# What Is The Balanced Scorecard?

- **The BSC is a strategic management tool that uses leading and lagging indicators to measure process toward meeting an organization's strategic goals and objectives**
- **Individual objectives are based on perspectives and themes developed directly from an organization's mission, which align to create a Strategy Map**

# The Strategy Map



- **The strategy map is used to communicate an organization's strategy. It consists of:**
  - **Mission Statement** - the organization's mission
  - **Perspectives** - the four dimensions used to articulate the strategy
  - **Objectives** - concise statement of what an organization must do to execute its strategy
  - **Themes** - collections of overall strategic objectives that share a common strategic focus

# Sample Objective

	Strategic Objective	Objective Descriptions	Candidate Measures
P3	Conduct Effective Initial Military Training (DCSOPS &T)	Develop programs that produce motivated, disciplined, and physically ready soldiers and junior leaders who are competent and capable of taking their place in the ranks of the Transforming Army. Determine availability of resources in the training base to train the Army requirement to standard (BCT, AIT, OSUT, BOLC/OBC, OCS, WOCS). Requirement is to execute the Army Program of Individual Training (ARPRINT) to standards	<p>P3-a % of critical tasks trained to standard in the institution (Lag)</p> <p>P3-b Average number of days students spends in a holding status awaiting to begin training (Lag)</p> <p>P3-c % of tasks expressed as trained to standard by the superiors of the soldiers and leaders six months after completion of training in the institution (Lag)</p>

We provide part not all  
the input to the

# Sample Objective

	Strategic Objective	Objective Descriptions	Candidate Measures
<b>P7</b>	<b>Develop Competent and Effective Leaders (DCSOP S&amp;T)</b>	<b>Develop and prepare technically and tactically competent leaders for the challenge of leading the Army well into the 21st Century.</b>	<b>P7-a % of fully qualified instructors assigned against requirements (Lead)</b>  <b>P7-b % of leader development tasks graduates expressed as trained to standard in the institution six months after completion (Lag)</b>  <b>7-c % of tasks expressed as trained to standard by the superiors of the soldiers and leaders six months after completion of training in the institution (Lag) (Add)</b>
	We provide part not all the input to the measures		

# TD Improvements Project

- Follow on actions from the Jan 01 - Apr 02 Training Development Study
- Output of CG Tasker to improve TD process
- Study Group Mission:

**Identify problems in the development and production of training products, analyze options, and recommend solutions to make the process faster and more relevant. Establish team of experienced training developers and managers from across TRADOC to work the effort**

- Study proposed numerous recommendations
- 23 Recommendations were approved as achievable with existing resources

# TD Improvements Current Status

- 23 approved recommendations broken up into 36 actions.
- 8 Actions completed
- 10 Scheduled for completion in 3<sup>rd</sup> QTR 03
- 11 Scheduled for completion in 4<sup>th</sup> Qtr 03
- 7 Scheduled for completion in FY04



# TD/DD IPT

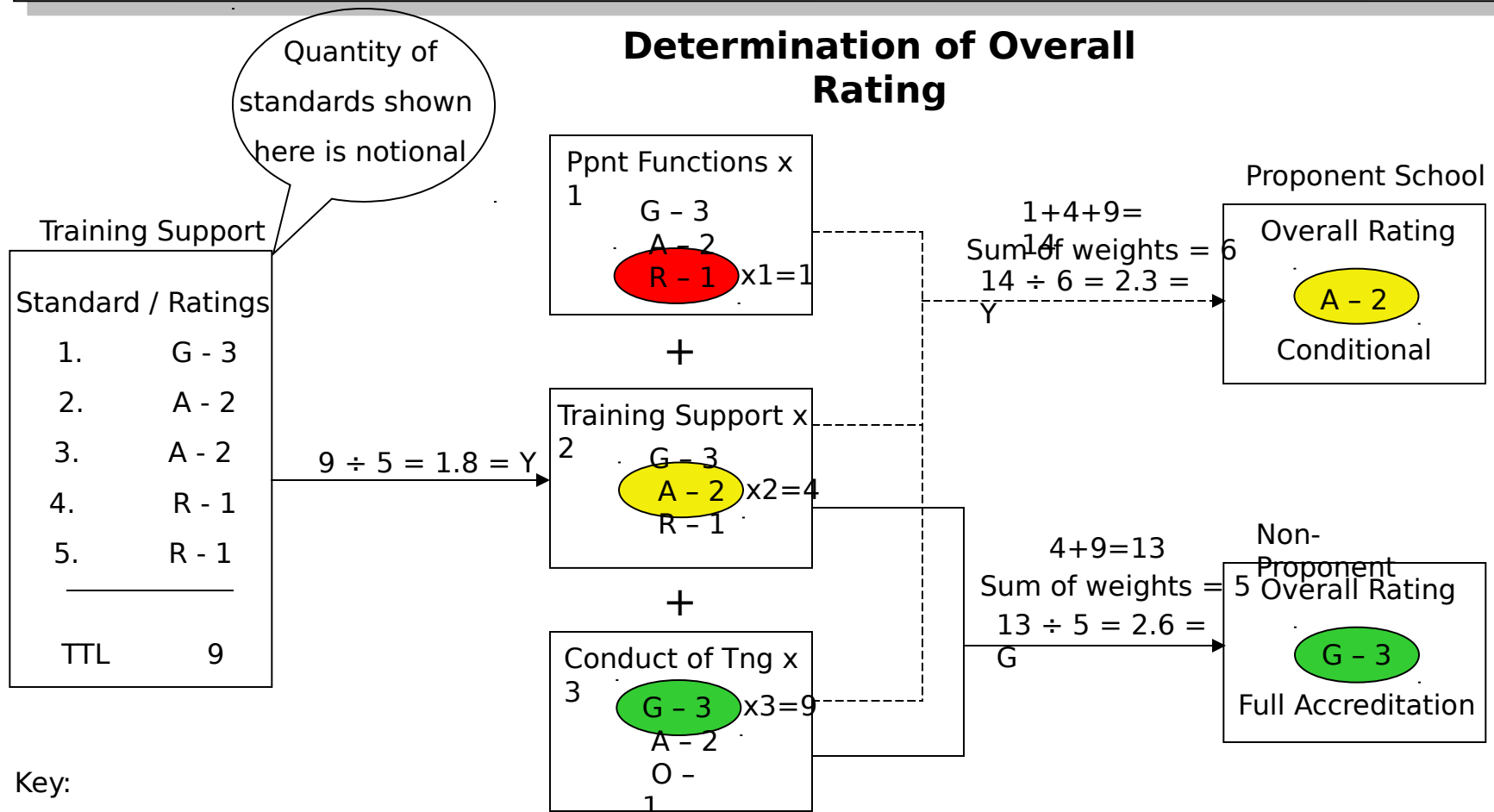
## **CG Guidance :**

- Lay out a concept for sustaining a doctrine based Army through cultural changes to include a transformed doctrine- training development process
- Move this new process forward
- Capture all initiatives:
  - DCSDOC
  - DCST
  - CAC, CALL, & CTCs
  - Selected Schools and Centers
  - Joint (JDEIS & JCALS)

# TD/DD IPT Current Status

- Recommendation to combine TTP into MTP - **Deleted**
- Established new classifications of doctrine and proposed faster development timelines for fast track pubs and changes for same - **Completed**
- Create a taxonomy that can be used in technology development efforts across the Army and Joint communities for sharing and retrieving information - **DCSDEV currently conducting pilot on document tagging for selected FMs**

# Green-Amber-Red Rating Model



Key:

Code	Value	Final Outcome
Green	3	Full
Amber	2	Conditional
Red	1	Provisional
Gray	0	Candidate

Assumptions.

1. COT, Tng Spt, & Ppnt Functions are weighted separately.

3. There is an objective way to determine the rating for each std.